

PROGRAM – III INTERNATIONAL FORUM CRITEOS

THURSDAY, 23			
08:00 09:00	Secretariat opening		
09:00 09:30	Opening Session		
09:30 10:30	Conference 1 – Room B2.03 Cross cultural views on leadership <i>Jorge Correia-Jesuino</i>		
10:30 11:00	<i>Coffee Break</i>		
	Room B2.01	Room B2.02	Room B2.03
	Session A: <i>Organization, work conditions & quality of life</i> Convener: <i>Nélson Ramalho</i>	Session B: <i>Work relations, flexibility & health of workers</i> Convener: <i>Valmiria Piccini</i>	Session C: <i>Power in organizations & work organization</i> Convener: <i>José C. Ferreira</i>
11:00 12:20	A1. Enriched work, impoverished workers? an analysis of contemporary application of traditional human-needs hierarchies <i>Anderson Sant'Anna & Marco Faria</i>	B1. New psychological contracts witness the change in career system <i>Lina Randmann</i>	C1. Workplace bullying and organizational politics <i>Ana Verdasca</i>
	A2. Improving employee well-being and organizational performance: expanding the HRD role <i>James Gilbreath & Max Montesino</i>	B2. Immaterial Labour, rhizomatic control and subjectivity in the new technological paradigm <i>Carmem Grisci</i>	C2. Do employees' needs moderate employees' reaction to supervisor's empowerment practices? <i>Jean-Sébastien Boudrias, Maryse Landry-Gagné, Luc Brunet, & Isabelle Madore</i>
	A3. Working in the Public Sector: a case study of social services <i>Margaret Coffey, Lindsey Dugdill & Andy Tattersall</i>	B3. Work and occupational exposure to the biological material: evidences in southern Brazil <i>Cleide Moretto, Adro Linhares dos Reis, Volnete Pizzi, & Aline dos Reis</i>	C3. Transformational leadership: prediction of subordinates' perception of leaders' effectiveness and satisfaction with the leader <i>Joaquim s Santos & António Caetano</i>
	A4. Tinnitus impact on quality of life <i>Vasco Oliveira & Rute Meneses</i>	B4. The place of health, safety and work conditions in the demand priorities of workers: the case of airline cabin crews <i>Alan Stoleroff & Tiago Correia</i>	C4. Managing organization to enhance creativity and innovation <i>Maria Santos & Catarina Ramalho</i>
12:30 14:00	<i>Lunch</i>		
	Room B2.01	Room B2.02	Room B2.03
	Session D: <i>Social representations of work</i> Session E: <i>Work & environment</i> Convener: <i>Anderson Sant'Anna</i>	Session F: <i>Training, work & effectiveness</i> Convener: <i>António Caetano</i>	Session G: <i>New technologies & the future of work</i> Convener: <i>Maria João Santos</i>
14:00 15:20	D1. The contributions of the theory of social representations and the ethics of the demand: a reading of the dimension of LABOUR for the psychologists. <i>Rosimeire Silva</i>	F1. The role of personality in the success of candidates in a scientific-practitioner PhD program <i>Jean-Sébastien Boudrias, Robert Léveillé, André Savoie, & Luc Brunet</i>	G1. Generate, Guide [Manage] and Globalize - The s 3 G's of the Knowledge <i>Giovani Ehrhardt, João Lopes, Pedro António De Melo & Margarida Piteira</i>
	D2. The conspiracy of silence: Contributions for a new sociological approach about death and dying <i>Ana Patrícia Hilário</i>	F2. Impact of differences in learning experiences upon ICT professionals' employability and career outcomes <i>Claudia Van der Heijde & Beatrice Van der Heijde</i>	G2. The crises and the futures of work <i>Ilona Kovács</i>
	E1. The issue of sustainable development and the role of the environmental audit <i>Maria da Conceição Marques</i>	F3. Who are the coaching clients and what they want: Lessons of a Brazilian experience <i>Virginia Vieira & Gilberto Pereira</i>	G3. Dilemmas of work's organization before globalization and before the technologies of information and communication <i>José Maria Carvalho Ferreira</i>
		F4. Vocational training in Portugal <i>Isabel Vaz & Manuela Paixão</i>	G4. Building online trust in an e-learning environment <i>Patricia Santos & Eduardo Simões</i>

15:30 16:00	<i>Coffee Break</i>	
16:00 17:00	Conference 2 – Room B2.03 How to build healthy and effective workplaces? In search of the right and realistic answer to this question <i>Estelle Morin</i>	
	Room B2.01	Room B2.02
	Session Hi: Mental health & work Convener: <i>Georges Trépo</i>	Session Bii: Work relations, flexibility & health of workers Convener: <i>Maria das Dores Guerreiro</i>
17:00	H1. Mobbing: A clinical approach <i>Elvira Micali, Mário Bambara, Giuseppe Solo, & Carmelo Abbate</i>	B5. Participatory action research on occupational stress: Overcoming cultural barriers within a military organization <i>Nádia Fonseca & Isabel Carvalho</i>
18:20	H2. Emotion Work, Psychological Contract and their relationship with burnout and performance <i>Filipa Castanheira & Maria José Chambel</i>	B6. Presenteeism: A new (latent) variable on organizational productivity <i>Luis Martinez, Luis Sousa & Aristides Ferreira</i>
	H3. The role of stress in long term absents from work: The European Stress Impact Project <i>Giancarlo Tanucci & Michela Cortini</i>	B7. A sense of entitlement towards work/family policies The case of a Dutch financial sector corporation <i>Bran Peper, Anneke van Doorne-Huiskes & Laura den Dulk</i>
	H4. Psychological consequences of work accident: The role of group cohesion and communal coping <i>Sónia Gonçalves, Alexandra Marques Pinto & Maria Luisa Lima</i>	B8. Culture and learning: The mediator role of information and communication in facilitating learning <i>José Neves & Nelson Ramalho</i>
18:30	<i>Happy Hour</i>	

FRIDAY, 24

08:00 09:00	Secretariat opening
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09:30 10:30	Conference 3 – Room B2.03 Employees' Subjective well-being across European countries – macro and micro approach <i>António Caetano</i>
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10:30 11:00	<i>Coffee break</i>
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	Room B2.01	Room B2.02	
	Session I_i: Work & family	Session J_i: Work & globalization	
	Convener: <i>Roberto Ruas</i>	Convener: <i>Estelle Morin</i>	
11:00	I1. Work and life balance: The experience of women entrepreneurs in Rio de Janeiro, Brazil <i>Camila Quental & Ursula Wetzel</i>	J1. A modern hazard in a traditional working environment: work-related stress <i>Evelyn Kortum & Leonor Cedillo</i>	
12:20	I2. Women's participation in entrepreneurship: an exploratory typology <i>Fátima Assunção</i>	J2. Towards the development of a Psychosocial risk management toolkit <i>Evelyn Kortum, Stavroula Leka, & Tom Cox</i>	
	I3. The Work and family balance in the scope of collective bargaining in Portugal: Presentation of an empirical study related to 2004/2005 <i>Susana Santos</i>	J3. Impacts of productive transformations on industrial relations and the work market: a study in a dynamic sector of the Rio Grande do Sul State (Brazil) economy <i>Nilson Rübenich & Valmiria Piccinini</i>	
	I4. Young parents' working careers in private and public sector <i>Maria Guerreiro, Inês Pereira, & Pedro Abrantes</i>	J4. Organizational changes, workplace bullying and organizational citizenship behavior <i>Ana Verdasca, José Maria Carvalho Ferreira, & António Garcia Pereira</i>	

12:30 14:00	<i>Lunch</i>
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	Room B2.01	Room B2.02	Room B2.03
	Session K_i: Work & law Session L_i: Work & ergonomic	Session B_{iii}: Work relations, flexibility and health of workers	Session A_{ii}: Organization, work conditions & quality of life
	Convener: <i>Isabel Carvalho</i>	Convener: <i>Margarida Garrido</i>	Convener: <i>Robert Léveillé</i>
14:00	K1. Flexicurity and the reform of Portuguese industrial relations <i>Maria Conceição Cerdeira</i>	B9. Contemporary world and new forms of the subject-work-organization relations: what does psychoanalysis have to tell us? <i>Anderson Sant'Anna, Ricardo Alves de Carvalho, & Sónia Fonseca</i>	A5. Long term health care nursing reorganization: how it affects perception of work, meaning of work and nurses mental health <i>Marie Alderson, Michéline Saint-Jean, Estelle Morin, & Jacques Rhéaume</i>
15:20	K2. Reflections about the work market and industrial relations in Brazil <i>Nilson Rübenich, & Valmiria Piccinini</i>	B10. Psychological contracts: How they are related to work centrality, job, and career satisfaction <i>Lina Randmann & Velli Parts</i>	A6. Organizational identification: Exploring the moderation role on the association between safety climate and safety behaviours <i>Silvia Silva & Susana Tavares</i>
	K3. Performance evaluation in public administration: Diagnostic of change <i>Rui Pedro Ferreira Vaz</i>	B11. Between working to live and living to work: The joint role of meaning(s) of work and work/non-work orientation on preserving health <i>José Neves & Nelson Ramalho</i>	A7. Portuguese validation of the Negative Acts Questionnaire Revised (NAQ-R) <i>Ana Verdasca, José Maria Carvalho Ferreira, & António Garcia Pereira</i>
	L1. Ageing workforce and HRM practices: time for change <i>Nuno Bessa & Marianne Lacomblez</i>		A8. Human resources management practices: Case study in the Portuguese banking sector <i>Teresa Esteves & António Caetano</i>

15:30 16:00	<i>Coffee break</i>
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16:00 17:00	Round Table – Room B2.03 Flexibility of work & employability Convener: <i>Paulo Bárcia (OIT – Lisbon)</i> Participants: <i>Caldeira Dias (OIEP); Ilona Kóvacs (ISEG – UTL); Francisco Madelino (IEFP); Ângela Neto (IGT)</i>
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	Room B2.01	Room B2.02	
	Session Fii: Training, work & effectiveness	Poster Session 1	
	Convener: <i>Susana Tavares</i>	Convener: <i>Ana Passos</i>	
17:00 18:20	<p>F5. Management development and organizational goals: What is their alignment <i>Max Montesino</i></p> <p>F6. Development of competencies at work and organizational learning: contribution on recent scientific publications in Brazil – 2000-2004 <i>Roberto Lima Ruas, Luciana Mattos de Farias, & Thaís Oliveira Cardoso</i></p> <p>F7. The contribution of professional experience on pos-graduate programs aiming at developing competences <i>Roberto Lima Ruas & Gabriela Comini</i></p> <p>F8. Reductive versus complex perspectives on effectiveness: A leadership challenge for managers <i>Ângela Nobre</i></p>	<p>P1. The National Movement of the “Collectors” of Recyclable Materials in Brazil and the emerging protagonism: labour as a form of inclusion and its dialogue with the ways towards sustainable development <i>Sónia Martins & Patrícia Duarte</i></p> <p>P2. High Voltage: Leaders energizing work teams <i>Ana Catarina Ramalho, Patrícia Palma, & Miguel Lopes</i></p> <p>P3. Children between organizational culture and climate <i>Margarida Garrido, Susana Batel & Manuela Calheiros</i></p> <p>P4. The “health profiler system”: A computer assisted diagnostic approach for psychosomatic self-evaluation in occupational medicine <i>Alain Lalaude, Georges Trépo, Emmanuel Augeraud, & Jacqueline Menaut</i></p> <p>P5. The National Movement of the “Collectors” of Recyclable Materials in Brazil and the emerging protagonism: labour as a form of inclusion and its dialogue with the ways towards sustainable development <i>Rosimeire Barboza Silva</i></p>	
20:00	<i>Social Dinner</i>		

SATURDAY, 25

08:00 09:00	Secretariat opening
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	Room B2.01	Room B2.03	Room B2.02
	Session B_{iv}: <i>Work relations, flexibility & health of workers</i>	Symposia 1: <i>Mental health & work</i>	Session M_i: <i>Research methodologies about work</i>
	Convener: <i>Silvia Silva</i>	Convener: <i>Estelle Morin & Georges Trépo</i>	Convener: <i>José Neves</i>
09:00	B12. Reflexes of productive transformations on work: A longitudinal study in the auto parts sector in the Rio Grande do Sul state (Brazil) <i>Valmiria Piccinini, Cássia Silveira, Silvia Barros, & Nilson Rübenich</i>	<i>Global work-life caring (GWLC) Psychosomatic medicine & organization development for the health of workers and organizations</i> S1a. Integrated Psychosomatic Medicine Psychology and the occupational health care system <i>Wolfgang Rapp & Georges Trépo</i> S1b. 4- Dimensional Organization Development (4-DOD) <i>Judit Alvernaz-Nagy</i>	M1. How to measure knowledge? A new scale to measure intellectual capital <i>Aristides Ferreira, Ana Rita Santos, & Cátia Costa</i>
10:20	B13. Resistance in the work place in the Portuguese banks: Some observations <i>Vânia Bessi & Carmem Grisci</i>		M2. Action research: creating knowledge in the battlefield <i>Maria José Sousa & Joaquim Borges Gouveia</i>
	B14. Banking work and subjectivity in change context <i>Vânia Bessi & Carmem Grisci</i>		

10:30 11:00	<i>Coffee Break</i>
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	Room B2.01	Room B2.03	Room B2.02
	Session N_i: <i>Work & social responsibility</i>	Workshop: <i>Mental health & work</i>	Poster Session 2
	Convener: <i>Nelson Ramalho</i>	Convener: <i>Judit Alvernaz-Nagy & Roger Alvernaz</i>	Convener: <i>Eduardo Simões</i>
11:00	N1. Social responsibility: the influence of organizational practices perceptions in employee's performance, and organizational identification <i>Ana Jacinto & Isabel Carvalho</i>	Diagnosis of and solution to root causes of dysfunctioning organizations, stress disorders, conflicts, destructive behavior, low performance, and high absenteeism with the 4 Dimensional Organization Development (4DOD) approach	P6. The differential role of work-family conflict in predicting job satisfaction in men and women <i>Marina Belendez, Marta Martin-Llaguno, Ana Mercedes Gómez-Bernabeu, & Sonia Lopez</i>
12:20	N2. Corporate social responsibility? An exploratory analysis in Portuguese SME <i>Teresa Duarte & Maria José Sousa</i>		P7. Is it really possible to conjoin telework and wellbeing? A pilot research on telecommuting women <i>Michela Cortin</i>
	N3. Corporate volunteering: Portugal reality <i>Maria João Santos & Ana Catarina Ramalho</i>		P8. Intraindividual Antecedents and Outcomes of Work-Family Conflict: Workload, Affect, and Social Behavior <i>Remus Ilies, Kelly Schwind, David Wagner, & Daniel Ilgen</i>
	N4. Social responsibility: A comparative advantage <i>Patrícia Baptista & Filipa Sousa</i>		P9. Commuting and communicating in metropolitan context <i>Catarina Oliveira</i>
	N5. Social responsibility of SME in Portugal: Situation diagnostic <i>Elisabete Pereira, Maria João Santos, José Luis Almeida, & Ana Margarida Santos</i>		P10. University Freshman attrition as organizational socialization process: predictors of academic performance and satisfaction. <i>Paola Spagnoli & Giancarlo Tanucci</i>

12:30 13:00	Closing Session
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13:00 14:00	<i>Lunch</i>
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